

TEAM CULTURAL DIFFERENCES

	Other cultures (variation 1)	Own cultures (variation 2)
Speed of making decisions	Slower at first/language barrier	Faster in general/Depends on the culture
Feeling comfortable in the meetings	Less comfortable/Depends on the person	More comfortable (no language barrier)/Dependent on the culture
Quality of output	Diverse	Standardised/Consistent

Speed of making decisions

In the same culture, making a decision comes faster in general, while within other cultures, the language barrier can cause a slower decision-making process. For example, during the creation of our team video, it took us a long time to agree on a theme to discuss for a brainstorm session. Even though we were speaking in English, the cultural differences and language barriers that we encountered slowed down our creative thinking. Better communication channels and a more open-minded group can improve the decisions made.

Feeling comfortable in the meetings

Meetings with people from other cultures in most cases can be less comfortable, especially because not only is there a cultural difference, but the language factor can create uncomfortableness for the participants. A person's personality also has an impact on their behavior. People from collectivistic cultures don't have a problem engaging with people from different cultures because the comfort of the group is more valued, while in

individualistic cultures, the work is considered more important, and as such, they prefer to be more emotionally distant. Create ice-breaker activities that eliminate the initial uncomfortableness of the team, and having hangouts outside of the workplace can make meetings more enjoyable. During the online meetings of the first weeks of the BIP, the majority of students were not comfortable speaking or turning on their cameras for the majority of the meetings, but other students were very comfortable adding their opinions and comments.

Quality of output

In culturally diverse groups, the outcome created by such teams can be much more diverse than in groups that are from the same culture. As diverse groups have different experiences, perspectives, opinions, and ways of thinking, it creates a “melting pot” of ideas that ultimately outputs a more diverse product. Within the same culture, the opposite effect appears from the factor of work complacency, as everyone in the group doesn’t need to innovate, and as such, it hinders the output. The introduction of people with different backgrounds into the teams, creating incentives for innovation on the product, and culturally introducing different perspectives to the existing workers through courses can be ways to improve the quality of output. Our own quality of output was itself very diverse, simply by having a group formed of people from different backgrounds with different perspectives and points of view.

- Team 3

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